

EXECUTIVE FILES

Also Personnel Administration

8 September 1969

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MEMORANDUM FOR: Director, FBIS

SUBJECT : Local and Foreign National Wage Schedules

REFERENCE : EXCOMM Meeting Notes dated 19 August 1969, Paragraph 3

1. FBIS alien employees are appointed personnel performing staff functions.

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2. Since 1947 FBIS alien employees have been paid salaries set by wage schedules developed between FBIS and the Position Management and Compensation Division, OP. For the most part the general U.S. Government policy that all agencies abroad have uniform salary and hiring practices which conform to prevailing local compensation practices wherever possible, has been followed. Thus, FBIS wage schedules are identical with either the Foreign Service local schedule or the U.S. military command in the area, except when the classifications on those schedules have no similarity to FBIS positions. In such cases a separate wage schedule is developed between Headquarters and the field and approved by the Office of Personnel.

3. In 1962, when the Department of State decentralized the authority for administering local personnel programs to the Ambassadors, the Director of Personnel also delegated to the Director, FBIS, the authority to approve wage schedules for the FBIS field bureaus which followed those used by the Foreign Service Mission or the U.S. military command in the area. Authority to approve schedules not identical to the above was retained by the Director of Personnel.

4. In the attached I have attempted to capsule 20 years of wage schedule development. There have been annual adjustments and changing fringe benefits brought about by local considerations. Each schedule has a long history some of which hinged on policy determinations. I will be pleased to discuss these in detail if you wish.

Chief, Administrative Staff, FBIS

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Attachment

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Next 2 Page(s) In Document Denied